



DEPARTMENT OF THE NAVY
NAVAL UNDERSEA WARFARE CENTER DIVISION
610 DOWELL STREET
KEYPORT, WASHINGTON 98345-7610

5720
00L/015

Ms. Jennifer Mathis
3410 Guildfore Ct SE
Port Orchard, WA 98366

Subj: PARTIAL DENIAL OF FREEDOM OF INFORMATION ACT REQUEST DON-NAVY-2023-008765

Dear Ms. Mathis:

This letter is in response to your Freedom of Information Act (FOIA) request dated April 12, 2023, for "Disciplinary records, Evaluations/performance appraisals, Awards, letters, commendations, SF'50's performance bonuses, Supervisor notes, Job descriptions, or oral or written counseling discussing inappropriate conduct. Records that belong to me (Jennifer Mathis) from August 2021 to 14 March 2023."

Review of the requested documents reveals that some documents are partially exempt from disclosure under the FOIA Exemption (b)(6). My review included consideration of the "foreseeable harm standard" (i.e., that information which might technically fall within an exemption should not be withheld from a FOIA requester unless the agency can identify a foreseeable harm or legal bar to disclosure). DoD employee witness statements have been partially redacted as a greater than de minimis privacy interest exists in the disclosure that is not overcome by a public interest in the disclosure.

No fees were accrued during the processing of this FOIA request. You have the right to an appeal. It must be received (i.e., post-marked if by mail, sent if by email, submitted if by FOIAonline) within 90 calendar days from the date of this letter. Please provide the appellate authority (see below) the following in an envelope marked "FOIA appeal": (1) A letter requesting an appeal that explains what you are appealing with any supporting arguments or reasons you think may be worthy of consideration; (2) a copy of your initial request; and (3) a copy of the letter of denial.

Also, please provide me a copy of your appeal letter at NUWC Division, Keyport. There are two ways to file an appeal: through FOIAonline or by mail.

1. Through FOIAonline. This will work only if you set up an account on FOIAonline before you make the request that you would like to appeal. To set up an account, go to FOIAonline (this is a website that will appear as the top hit if you search the internet for "FOIAonline"), click "Create Account" (a link located within the blue banner at the top in the upper right corner), enter your data into the field that subsequently appears, and click "Save" (at the bottom left of the screen). With your account thereby created, you will have the power to file an appeal on FOIAonline to

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any request you file on FOIAonline thereafter. To do so, locate your request (enter a keyword or the request tracking number in the "Search for" field on the "Search" tab), click on it, then the "Create Appeal" tab in the left-hand column. Complete the subsequent field, click "Save," and FOIAonline will submit your appeal.

2. By mail. Address your appeal to:

Department of the Navy,
Office of the General Counsel,
1000 Navy Pentagon, Room 4E635, Washington, DC
20350-1000

Please send a copy of your appeal to the Naval Undersea Warfare Center, Keyport, FOIA Coordinator, 610 Dowell Street, Keyport, WA 98345-7610. You are encouraged to provide an explanation why you believe the redactions were inappropriate or our search was inadequate.

If you have any questions, please contact the FOIA Coordinator at andrew.j.phillips5.civ@us.navy.mil and (360) 396-1004. You may also contact the DON FOIA Public Liaison, Christopher Julka, at christopher.a.julka@navy.mil, (703) 697-0037.

Sincerely,



R. M. JUSKO
Counsel

(b) (6)

From: (b) (6)
Sent: Monday, March 13, 2023 7:42 AM
To: (b) (6)
Subject: CUI- Office dialogue
Signed By: (b) (6)

(b) (6),

In the Bldg. 98 Logistician cubicle area I normally keep my ears open but apply a filter and try to pay attention to office dialogue that applies to me. With that said, my recollection regarding the conversation between you (b) (6) and Jenni Mathis on Wednesday March 8th is:

Initially this conversation did not seem intense/adversarial but just a simple "mind what is yours and let the responsible person know" but seemed to get a little heated on Jenni's end. I heard (b) (6) talking with Jenni M. and the need for her to pay attention to her projects because if she were to work projects that "belong" to others it distracts from what she (Jenni) is responsible for. Jenni had responded by saying something to the account of; it was a small task she took care of since we are a Team; if this is not a Team environment then she cannot work here and requested/mentioned that she should go on a rotation somewhere else.

This is all that I can recall and I don't remember the reason this conversation started and what the final words were.

(b) (6)



On 8 March 2023 (b) (6), came to my office in Building 98 to provide me with training and guidance since I am (b) (6) logistician with NAVSEA, Keyport. While given me training on the myriad of different supply system and how they feed into each other, she and I were going over the flow chart when Ms. Mathis called over the cubical to ask a question regarding Fuel Tanks (b) (6) calmly asked why she was working Fuel Tanks. "It's not my fault they keep coming to me." was Jenni Mathis's response, (b) (6) took a deep breath and then asked why she was working on my program when she has her own program to manage and that she redirect all inquiries regarding the Fuel Tanks to myself which is my assigned program or (b) (6) the engineer.

(b) (6) said something to the effect of "Fuel Tanks in (b) (6) job and you need to redirect them to her." Ms. Mathis then became belligerent and loudly said in a rude voice something to the effect of "it's not my fault they keep coming to me, I'm the most seasoned logistician here." (b) (6) replied that how was I (b) (6) going to learn the program if I didn't begin to work the program and get to know the points of contact for Fuel Tanks." Ms. Jenni Mathis escalated her voice and responded that with something to the effect of "I'm the lead here and I'm not going to let anyone fail. This is why I hate this place, if you don't like what I'm doing, put me on rotation." (b) (6), then took another deep breath slowly got up from my cubical and said to Ms. Mathis "Come see me this afternoon." Throughout this whole exchange (b) (6) maintained her professionalism and gently but firmly let Ms. Mathis know that she has her program to manage and I had mine. The escalation of the situation was not warranted. Ms. Mathis was yelling so loud, which I'm sure the engineers could hear through the wall,

(b) (6) maintained a calm demeanor throughout the exchange she did not yell back or play into the drama created by Ms. Jenni Mathis.

(b) (6)

CUI—MEMORANDUM FOR RECORD

Subj: CONDUCT ISSUES WITH JENNIFER MATHIS

On, February 6th, I had requested all of my Logisticians to come to my office to discuss bounding actions on one of the findings during TCEB. I began to explain to the three of them that based on the requirements outlined in the DQAM, we needed to dig up some of our OQE for all p-card procurements in the Depot for the past year. Ms. Mathis began to interrupt and want to talk about the TCEB finding itself and how it wasn't her fault. I told her, this is not the time to take about this, I am talking about what you all need to do to bound the p-card material issue. I then begin talking through the requirements for the action that I was requesting. Ms. Mathis interrupted again and starting discussing the finding and that it was not her fault it was the Engineer. I then said, this is not the time to discuss this and I do not want to talk about that right now. She then said, well I want to, and I said, as I said I do not want to talk about this right now, this is not the time or the place. After this, I was able to move forward with my conversation with all three Logisticians.

On, February 7th, 2023, I was in the scheduler and supply support work area in building 98L asking why material was removed from the fuel tank PEB. I was told by Jennifer Mathis that it was because they were working through fixing the issues identified during the audit like she was told to do. I then said, "No, I want you to leave the material in location", she then raised her voice stating that's not what you said to do earlier in the week. I then said, "Let's go for a walk outside" and we left building 98L and went out the north door to the street. I began to explain to her that it is my job to verify/validate the findings so that I can ensure that we are following our processes to get a satisfactory rating. She began to yell about how well you told us at the beginning of the week that we needed to show that we were working to fix the issues and that if we were working so hard the last few weeks why do we have findings? I said I apologize for making that comment as that is not how it was meant to sound. She then went on to say that she has been working so hard to support the depot and everything within it and it was too much for her. I told her that there was no reason for her to work all of the projects and support to level she is as there is not an assigned lead or delegated person in that role. I am the Supervisor, I will take on supporting those people in those roles. She said okay. I then began to discuss a current finding we were working through in the Depot regarding the inspection and use of potentially non-conforming material. She took no ownership of her role in the material discrepancy and began to blame the Engineer assigned to the project for the use of potentially non-conforming material. I explained to her look, this is a matrix organization and when things get missed or messed up you can't continually blame others for your actions or role in things. She said I know and began to re-iterate that she was just trying to get Engineer concurrence and that it was not her fault as the Engineer made the determination of the material. I re-stated, no you played a role by bringing in potentially non-conforming material into the Depot and that it was everyone involved, not just the Engineer. You need to take a level of ownership of this as well.

On, March 2nd, 2023, I received a phone call from Ms. Mathis requesting I email the warehouse as she had a "true work stoppage" for some material and needed my assistance to get it issued. I said yep, send me an email with the material information and I will work with the warehouse to get it issued. I called the Branch head in building 1002 warehouse to discuss the urgent request and she said, yeah send over the information and we will get it worked even though our equipment is down. I sent her the email to push the order. Material was ready for pick-up/issue within 10 minutes of the request. At 1:03pm, the warehouse Branch Head sent me an email stating, "This material still hasn't been picked up. You stated this was a work stoppage, and as such we put it ahead of all orders." I saw the email and build a response, but do to people coming in and out of my office, I minimized it and it never sent. Ms. Mathis built a reply stating, "We are at a work stoppage for material but our supply support cannot drop

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everything to swing by right as material is pulled. Material can also be MMd'd to 98L.". I then called the warehouse to apologize for the inconvenience and Ms. Mathis's response to their support. I had military training and spoke to Ms. Mathis when I returned on Monday March 6th, 2023. I called her and requested that she come to my office. I told her, once she arrived, that the email she sent was not appropriate or conducive to the way we conduct business with outside entities. I explained to her that the working relationships that I have built with the warehouse are important to maintain. I also explained that the warehouse "jumped through hoops" to ensure that the requested material was pulled & issue in a timely manner to support her project and that it shouldn't have sat in the warehouse for that long. I knew she went to Bangor and explained that to her and the warehouse Branch Head, which is why she could not pick up the material as it was requested, but that the email she sent in response was not professional and she needs to know what & how she is communicating prior to sending any email.

On March 8th, 2023, I was in the Logistics area in building 98L discussing training & contracts requirements. During this time, Ms. Mathis interjected and asked if she could ask me a question, I said, "yeah what's up?". She began discussing a material issue with a project that was not assigned to her, but to another Logistician. I asked her why she was involved in a co-workers project and why the other Logistician was not handling it. Ms. Mathis explained that the project Logistician was involved, but that one of our Supply Support personnel has reached out to Ms. Mathis for support on the matter. I reminded her that I do not have a lead over all Logisticians and that the expectation is for each LMS to support their assigned projects and if they have any issues to reach out to me directly. She said yup and went back to her cubicle. A few minutes went by and I was discussing the requirements for fuel tank project kits and communicating with NSLC to my new logistician. At this time Ms. Mathis then hollered over the cubicle wall that delivery of the kits was not what I was saying and that her and (b) (6) Supply Support, government contract), were both in communications with the kit builder. I then asked, "Why are you even on those emails? Didn't I say that we were supposed to be supporting our own projects? Too many people supporting the same project doesn't make it easier and that is how we have communication problems and cannot support production?". She then began to raise her voice and holler over the cubicle wall to say, "I'm not doing that, you tell us all of the time that this is a team and to support each other. I'm not going to just not help someone." I got up from my new LMS's cubicle area and walked over to her cubicle. She then said I don't think this is where I want to work and maybe I need to go to a different code on rotation if this isn't working out. The environment here isn't going to work out for me. I said okay, let's get together this afternoon to discuss this. I'll set something up." Ms. Mathis then said, "okay."

(b) (6)